

ECEA BENEFITS

RETIREMENT - PERS

PERS CLASSIC MEMBERS (2.7 @ 55) - The current 8% employee contribution is paid by the employee.

NEW PERS MEMBERS or PREVIOUS PERS MEMBERS WITH A BREAK IN SERVICE OF 6 CALENDAR MONTHS OR GREATER (2% @ 62) – The current 6.25% employee contribution is paid by the employee. The employee contribution will change each fiscal year to be at least 50% of the normal cost rate as determined by PERS.

NOTE: Earnings from this job are not covered under Social Security. When you retire you may receive a pension based on earnings from this job. If you do, your pension may affect the amount of Social Security benefits you may receive. For more information go to www.socialsecurity.gov/form1945.

MEDICAL - The City's workers' compensation coverage is self-funded. Medical, dental, and vision coverage for employees and eligible dependents is provided through Teamsters. An agreed portion of the health insurance premium is paid by the City; the remainder is paid by the employee. If eligible, the City's payment includes contributions to a Health Savings Account (HSA) for those employees electing medical and prescription coverage.

VACATION - Vacation is accumulated at 1 day per month upon employment and increases with time in service. The maximum accrual is 30 days.

SICK LEAVE - Sick Leave is accrued at 1 day per month with no limit. Six days of Family Sick Leave are also allowed per fiscal year and are deducted from employee's accrued Sick Leave. An employee may be allowed Family Death Leave up to 3 days per incident. This is not accruable.

HOLIDAYS - The City pays for 10 fixed holidays per year, in addition to 3 floating holidays.

LIFE INSURANCE - The City pays the premium on a \$5,000 life insurance policy for eligible employees, including eligible dependent coverage at \$1,000 each.

OTHER BENEFITS Other benefits include optional participation in deferred compensation plans, City-paid membership in an Employee Assistance Program (EAP) for the employee and eligible dependents, free membership at the Adorni Recreation Center and discounted membership for spouse and dependent children, an educational reimbursement program and optional participation in supplemental health coverage through AFLAC.

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.

01/29/13